

# THE ADMINISTRATOR



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## A MESSAGE FROM THE SECRETARY

We are starting to see the light at the end of the Strategic Planning tunnel – and it gets brighter every day.

What began as a seemingly daunting task has turned in recent weeks to a productive and highly engaging conversation about what we do at the Department of Administration, and how we can do it better. Division Directors who initially approached this task with wary reluctance have conceded at recent meetings that stakeholder feedback has been both informative and constructive – even, at times, surprising.

The bottom line, I'm glad to report, is that most stakeholders agree that our Divisions have competent and professional staff and a strong sense of purpose. They also believe, as I do, that we can be more efficient and effective, even as we face continuing limitations on resources.

To that end, Divisions are now working on specific initiatives that will support and enhance their missions. These initiatives will be measurable tasks with real, but sometimes flexible, deadlines. Achievements will be documented, as well as misses.

We are still very much in the planning stages, but this new Department yard stick will be publicly launched, and no doubt scrutinized, in January 2010. With the guiding help of Lynn Summers from the Office of State Personnel – and a considerable investment of time and effort from Kevin McLaughlin, Christy Agner, Speros Fleggas and June Michaux – I am confident that we will meet the Governor's charge to be fully transparent and accountable for our business and advocacy functions.



Secretary Britt Cobb

*Britt Cobb*

## SMITH RECEIVES SECRETARY'S AWARD



Tammy Duckworth, Assistant Secretary for Public Affairs and Intergovernmental Affairs of the U.S. Department of Veterans Affairs, presented N.C. Division of Veterans Affairs Director Charlie Smith with the Secretary's Award for "leadership and dedication in serving our Nation's veterans." The presentation occurred on Sept. 15 during the National Association of State Directors of Veterans Affairs annual conference in Asheville. Smith is immediate past president of the association.



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## EMPLOYEE SPOTLIGHT: FACILITY MANAGEMENT EXTRAORDINARY TEAMWORK SAVES MONEY, JOBS

There's an old saying that it takes a village to raise a child. A new twist goes like this: It takes nearly every employee of Facility Management (FM) to coordinate and physically move several DOA Divisions, in less than a month, to save the jobs of other DOA employees.

"I hope everyone involved appreciates the enormous role they played in making this happen," said Senior Deputy Secretary Speros Fleggas, referring to the rapid relocation of eight DOA Divisions – including more than 100 staff members – within the Administration Building and at the Lee House.

"One way the Department managed budget cuts without RIF'ing people was to cancel lease agreements. By moving people, we saved rent – which literally helped save jobs," Fleggas said at a Sept. 4 hot dog appreciation luncheon hosted by FM Director Tony Jordan. "You all worked hard to make this happen, and I can hardly express my appreciation. I want all of you to know that your efforts did not go unnoticed."

"I could not be more proud of my team," agreed Jordan. "They work hard every day without much recognition, and they



Senior Deputy Secretary Speros Fleggas (above right) and Facility Management Director Tony Jordan (center) thank Fletcher Salmon of the Plumbing Shop, one of dozens of FM employees recognized at the recent hot dog appreciation luncheon.

FM employees Robert Laryea, Eric Allen and Joe Tate (below, from left) help prepare meals at the luncheon.



really pulled together and went above and beyond to make this move a success."

To ensure that due credit goes where it is so well deserved, the

**ADMINISTRATOR AWARD OF EXCELLENCE** is presented to the following FM employees:

### Construction Services

Larry Baker  
Adam Caudill  
David Epps  
Rodney Hall  
Scott Jones  
Patrick Lennon  
Tim Mazingo  
Alex Murga  
Eugene Scarboro  
Dean Smith  
Kevin Soltwedel  
Steve Speight  
Gary White

Marshall Spruill  
Brandon Heath  
Tony Vinson  
Jesse Ferrell  
Nick Daunais

### Housekeeping / Sign Shop

Marshall Hedgepeth  
Walter Kimble  
John McGhee  
Joseph Tate  
Robert Laryea  
Kenneth Grissom  
Eric Allen

Alphonzo McNeil  
Ricky Terry  
Richie Patton  
Allen Patton, Sr.  
Lester Brown  
Matthew Miller

### Plumbing Shop

Adrian Harris  
Ronald Hyatt  
Deaver Shell  
Richard Waldron  
Marty Perry  
Charles Salmon

### Security Systems

Don Swain  
Lewis Morris  
David Durham  
Ronald Barbour  
Eddie Perry  
Jeff Robbins  
Greg Williams

### Warehouse Staff

Melvin Plummer  
Richard Limehouse  
Justin Leonard  
William Barefoot

### Electrical Shop

Scott Brantley  
Tim Cooke

### Landscaping

Janet Thorpe  
Donald Harris

### Preventative Maintenance Shop

Willie Robertson



## Visit DOA's new page on

facebook

DOA has launched its new Facebook page and encourages all employees and colleagues who use the social media site to "[Become a Fan](#)" to learn more about our activities and outreach.

([Click here](#))

Please encourage your colleagues (including Division listservs) and friends to join us as well. We want to attract as many visitors to the site as possible to broaden our reach with DOA content.

We invite feedback on posted items. When you have work-related news that you would like to share via DOA's Facebook page, please advise your Division Director or send an email to [Jill Lucas](#). All DOA news releases and eTownhall blogs will post automatically, but we'll also want photos from events and interesting tidbits – something that may not necessarily be news release-worthy, but is good news nonetheless, such as professional accomplishments of staff, meetings/conferences attended, photos from events, etc.

Please consider becoming a "Fan" of [Gov. Bev Perdue's Facebook](#) site, too!

## DAVID SHEHDAN JOINS DOA AS HR DIRECTOR

David Shehdan was happy in his job at the Office of the Secretary of State, but when he learned about the opportunity to become Human Resources Director here, he couldn't resist the pull.

"I was lucky to go from one great job to another – one great boss to another – but this represents an opportunity to spread my wings a bit," said Shehdan, a career state employee who has worked in HR offices at several key agencies. "I had no idea how busy I would be, but that's fine. I like to hit the ground running."

Shehdan joined DOA on Sept. 1, filling the position left vacant by Valerie Ford Robinson. "I'm working to learn the operations and meet all of the Division Directors and Personnel Contacts to hear more about their needs," he said.

While highly regarded for his professional accomplishments, Shehdan displays an equally engaging side as a family man. "I married a girl I went to high school with who I always had a crush on," he said with a warm smile. "She wouldn't look my way in school, but we met again about 15 years later and I finally caught her eye."

He and wife, Anne, adopted daughter Grace from Lebanon about 8½ years ago. "She tells the story better than we do," Shehdan said of his well-named daughter, who charmed HR staffers during a recent visit. "She's very sociable and she's doing well in school. We're very proud of her."

Shehdan's family have been Raleigh residents since the early 1900s. "It's great to look out my office window and know that my grandparents lived in a house not far from this building," he said. "They ran a restaurant called the Monticello and my father spent 40 years operating hairstyling salons. This taught me the value of hard work and the importance of family.

"Those lessons have served me well," he said. "I hope that I will be able to have a role in helping our employees achieve success as well."



David Shehdan



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## HOOP DREAMS TAKE YOUNG PLAYER TO ITALY

Gene Troy will never forget the day his toddler son couldn't figure out what to do with a new Christmas gift. Or, rather, the day he turned a simple orange into what may well become his career.

"All the other kids were checking out their baskets of fruit, deciding what to eat first," said Troy, a compliance specialist in the Human Relations Commission. "Not my son. He immediately starts shooting it, like a basketball, through a small hoop. He'd just do it over and over. We were all laughing but he was serious. And he wasn't even 2 years old."

Demetrius Troy, now 12 and an 8th grader at East Millbrook Middle School in Raleigh, sits by his father and shrugs his lean shoulders. "I guess it was meant to be," he said. "All I know for sure is I really love to play basketball. I want it to be my job."

Demetrius, tall for his age and showing the composure of mature player, has already turned his passion for the sport into a major accolade: In August, he joined about a dozen other young athletes to represent his country in a goodwill challenge against a team in Foligno, Italy. The boys played several games and visited some of country's the most famous sites.



*Demetrius Troy at St. Peter's Cathedral in Rome.*

Troy, who accompanied Demetrius on the trip with mom Lesley, always believed in his son's athletic gifts. "I had dreams of playing once, too, but I wasn't as focused on the game," he said. "As soon as he gets home from school, he gets his homework done and asks if he can go outside to shoot. It's never been something we pushed. It's something he decided was important to him."

Demetrius made that decision early in his young life. At age 4, he was the youngest child enrolled a summer camp run by Detroit Pistons player Chris Wilcox (then of the L.A. Clippers) in Whiteville. "The limit was age 6, but they let

me in because I could keep up," he said. "That's when I decided I really wanted to do this."

Demetrius is being courted by several private high schools with strong basketball programs and hopes to eventually play for the N.C. State Wolfpack. "Oh, I really want that," he said, briefly allowing a child's excitement to show. "My dream is to play in the NBA. If I do," he added soberly, "I'm going to buy my parents a house."

"He's a good kid," Troy said. "I never dreamed I'd be going to Italy because of my son's basketball ability. Who knows what the future will bring? I can tell you this: He works hard, gets good grades and earns what comes his way."



*Gene Troy and his son, Demetrius, who hopes to one day play for the Wolfpack.*



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## ONE VOICE + ONE VOTE = WOMEN'S EQUALITY DAY

By Mel Chilton, Director, N.C. Council for Women/Domestic Violence Commission

When we celebrated Women's Equality Day on Aug. 26, we paused to remember Mrs. Febb Ensinger Burn – the unsung heroine whose firm advice to her son led to passage of the 19th Amendment, which in 1920 gave women the right to vote.

After President Wilson introduced the amendment to the U.S. Congress in 1919, 36 state general assemblies had to approve it before it could become law. One day after North Carolina defeated the measure by just two votes, Tennessee's General Assembly was at a stalemate with the votes equally divided.

The debate attracted national attention as Tennessee was poised to become the 36th state to pass the amendment. Harry T. Burn, the youngest member, intended to vote against ratification until he received a telegraph from his widowed mother urging him to support the 19th Amendment.

Burn's pivotal vote illustrates how advocacy at all levels can have an impact. Last fall, echoes of that momentous occasion were felt in North Carolina when citizens demonstrated their confidence in female leadership by not only electing a woman governor but also a female majority to the Council of State.

### The N.C. Council for Women/Domestic Violence

Commission strives to help empower women to succeed and to seek leadership opportunities of all sorts. We thank Gov. Bev Perdue for declaring Aug. 26 as



Deputy Secretary June Michaux (center) presents the Governor's Proclamation of Aug. 26 as Women's Equality Day in North Carolina to Council for Women Board Chair Sylvia Ray (right). Many guests were present, including Secretary Britt Cobb, during an open house held at the Council for Women/Domestic Violence Commission's new offices in the Lee House, 422 N. Blount St., Raleigh.

**Women's Equality Day Women in North Carolina** and encourage all citizens to support continued advocacy for equality of women's rights.

## CLEARINGHOUSE POSTS ENVIRONMENTAL DATA

By Valerie McMillan, Director, State Environmental Review Clearinghouse



Valerie McMillan

We've come a long way from keeping track of environmental documents on index cards, a practice considered state of the art back in 1971, when the [State Environmental Review Clearinghouse](#) was established.

Recently, the Clearinghouse posted a [spreadsheet of records](#) listing key information on State Environmental Policy Act (SEPA) documents developed

for proposed projects. The file includes records from 1997 to the present and will be updated quarterly. Other documents currently under review can be found in the [Environmental Bulletin](#).

To meet state and federal requirements, agencies develop environmental documents identifying potential impacts of proposed projects. These documents are then made available for public and intergovernmental review and comment. The SEPA compliance process has, since its inception, been administered by the Clearinghouse.

We trust that increased access to this information will help citizens and stakeholders learn more about the environmental review history of particular proposed projects, as well as provide opportunities to research past proposals using geographic, agency, timeframe and other parameters.





## COLLABORATING TO PROVIDE CHILD ADVOCACY

By Stephanie Nantz, Assistant Director, Youth Advocacy and Involvement Office

One lesson children learn early is that if they combine their toys, they have the potential to have more fun.

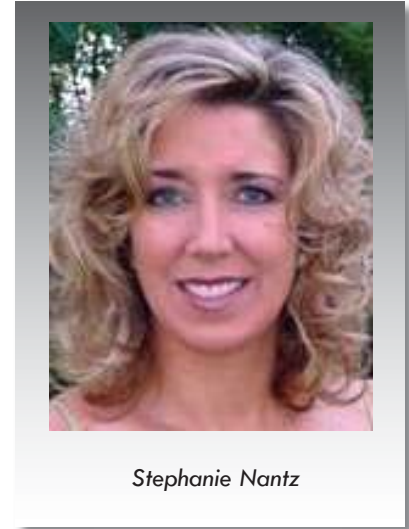
The same can be said when child advocates pool their abilities: Combining skills and resources, especially during difficult economic times, we can generate more positive outcomes for North Carolina's at-risk youth.

As Assistant Director at the [Youth Advocacy and Involvement Office](#), that was a message I recently shared with viewers of [OPEN/net](#), the live call-in program that addresses government issues. Joined by Tom Vitaglione of Action for Children of North Carolina and Rob Thompson of Covenant for North Carolina's Children, we responded to questions and concerns about how to engage youth in mentoring or leadership roles, access to healthcare and how to

motivate adults to take an active role with at-risk youth in their community.

I hope that families, advocates and policymakers saw the benefits of applying different perspectives to aiding our youth, and how well we work together. We strive to complement each other's strengths and to fill any limitation that any one entity might have due to its role and structure.

My colleagues and I firmly believe that it's more important than ever for advocates to remain steadfast and focused to make sure the North Carolina's vulnerable families are not forgotten. Their needs are at the forefront of our minds, and we remain dedicated to advocating for the best interests of North Carolina children and their families.



Stephanie Nantz

If you would like to help at-risk youth through mentoring, please visit the [N.C. Commission on Volunteerism and Community Service](#).

## APPLICATIONS SOUGHT FOR MINI-GRANTS TO BENEFIT YOUTH GROUPS

The N.C. Youth Advisory Council of the Youth Advocacy and Involvement Office is accepting [applications for mini-grants](#) available to youth groups to conduct community projects. The application deadline is 5 p.m. Oct. 9.

Up to \$6,292 is available to North Carolina organizations composed of young people, ages 13 to 18, which implement programs to benefit their peers. The mini-grants will range from \$100 to \$500 each.

Examples of projects that have received funding since the program started in 1977 include after-school tutorial programs, purchases of recreational equipment and orchestral music, an alcohol-free graduation celebration and publication of a newsletter. Requests for cost of food, entertainment, travel and salaries will not qualify for funding.

The State Youth Council and the Youth Advisory Council will meet in November to review applications for awards and will announce recipients in December.

For regulations or to download an application, visit [www.ncyaio.com](http://www.ncyaio.com) or contact Cynthia Giles of the Youth Advocacy and Involvement Office at 919-807-4400.



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## EFFORTS AIM TO COUNT EVERYONE IN 2010 CENSUS

By Gregory A. Richardson, Executive Director, N.C. Commission of Indian Affairs

Raleigh was the site of an important meeting in late August – one that could change the state's future in very positive ways. As the Governor's Tribal Liaison, I was proud to join a panel of state and federal 2010 Census representatives to seek ethnic media's support in reaching historically undercounted populations.

Discussion focused on more effectively communicating the importance and confidentiality of the Census as a means to increase participation. Other efforts include scrutiny of Census maps to identify previously uncounted pockets and the hiring of local Census takers familiar with their communities.

Acknowledging that some underserved communities have a historic mistrust of the Census, officials have streamlined the 2010 survey to include just 10 basic questions that can be answered in 10 minutes or less. Census forms will be received nationally by mid-March, in advance of the official April 1 Census Day.

Census officials say that for each citizen who goes uncounted, the state misses an opportunity to receive about \$1,000 in federal funds and services – for each of the next 10 years. As Bob Coats, Governor Perdue's Census Liaison said, "I don't know of any community in North Carolina that can let go of that kind of money."

When citizens mail back their surveys, instead of making Census takers go door to door, the process becomes significantly more cost effective, allowing more resources to be directed to vital services.



Gregory A. Richardson

Accurate census data means more than just money for our fast-growing state. It could change district lines and add or subtract the number of legislators who represent North Carolina interests in Washington. It could increase and improve services to disadvantaged populations, or it could end them.

The bottom line is that – regardless of where they live, what they look like or what they believe – there is not a single unimportant person in our state. Participating in this swift and completely confidential process will provide each and every North Carolinian the chance to do their part to improve our state.

## FALL SCHEDULE OF POW-WOWS

The Commission of Indian Affairs offers the following schedule of fall Pow-Wows:

- Oct. 16: Waccamaw-Siouan Pow-Wow, Bolton
- Oct. 23-25: Meherrin Tribal Pow-Wow, Meherrin Tribal Grounds, Ahoskie
- Oct. 30-31: Lumbee Regional Development Fall Pow-Wow, Lumbee Regional Development Site, Pembroke
- Nov. 21: Indian Heritage Month Celebration, N.C. Museum of History, Raleigh







## SWUC PROGRAM OFFICIALLY LAUNCHED

The Office for Historically Underutilized Businesses (HUB) launched its new Statewide Uniform Certification (SWUC) program on July 1. SWUC was developed to streamline the certification process, reduce the redundancy in certifying minority and women owned businesses and create a centralized HUB and minority/women business database. The HUB Office has taken the lead in certifying HUB and Minority/Women Business Enterprise (M/WBE) firms that previously had to apply for certification both through the state HUB Office and local M/WBE program offices.

"This initiative will expand opportunities for minority-, disabled- and women-owned businesses to participate in state and local government contracts," said Gov. Bev Perdue, who recently issued

[Executive Order No. 13](#) to assist HUB firms. "We trust it will help the state achieve, and hopefully exceed, its aspirational goal of at least 10 percent of all state government contracts being awarded to HUB firms."

SWUC is the result of [N.C. General Statute 143-128.4, 143-48.4](#). It was developed by the HUB Office in collaboration with local M/WBE program directors and with feedback from HUB firms, prime contractors and HUB resource advocates. In addition to increasing efficiency and service to the HUB community, SWUC will establish

a centralized database for state agencies, local municipalities and contractors looking to identify and utilize HUB vendors and sub-contractors.



"The Statewide Uniform Certification Program eliminates the need for HUB firms to certify with multiple entities," said HUB Director Bridget Wall-Lennon.

"With the HUB Office providing centralized certification, local M/WBE offices can focus on providing resources and business development services. I strongly encourage any interested firms to visit our [website](#) or call us to learn more about how they can get more information."

## SWUC PROGRAM WEBINAR



The HUB Office completed its first SWUC Program webinar on Sept. 24. Produced by the Agency for Public Telecommunications, additional webinars are scheduled for Oct. 14 and 21. Visit the [HUB Office website](#) or call 919-807-2330 for details.

Above: HUB Office Director Bridget Wall-Lennon (center), Certification Specialist Sheryl Cromedy (left) and host Vallonda Calloway open the program.

Top right: HUB Certification Specialist Lena Ridley (left) joins APT State Services Network Manager Tammy Martin (standing) and production assistant "Red" Young in the Agency for Public Telecommunications control room.

Bottom right: HUB Office Deputy Director Rick Baskett (left) and HUB Construction Coordinator Grover Burtney (right) join APT Producer/Director Amanda Hubbard to monitor the webinar.





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## APT RECEIVES THREE MORE TELLY AWARDS

By Ivy Hoffman, Executive Director, Agency for Public Telecommunications

We've heard it before, but it's the kind of news we like to hear over and over: [The Agency for Public Telecommunications](#) has again been recognized with international [Telly Awards](#) for outstanding video communications.

This is the fifth consecutive year that APT has been honored for the consistently excellent production service our team provides. Producing creative and cost-effective video communications for state and local agencies is key to our mission. We are honored by the opportunity to assist them with award-winning productions.

Our projects were selected from more than 13,000 entries from ad agencies, production companies, TV stations, cable companies and corporations around the world. Judges awarded APT a Silver Telly, the highest honor, for the video "Eat Smart, Move More Successful Students" in the category of Education for Academic Use. Focusing on the importance of healthy eating habits and the benefits of exercise, it was produced for the Nutrition



Branch of the Department of Health and Human Services.

APT earned a Bronze Telly for the "Otto Parts Series," which consisted of six animated public service announcements featuring a talking catalytic converter that educates citizens about the importance of proper vehicle maintenance.

Created in both English and Spanish for the Division of Air Quality in the Department of Environment and Natural Resources, this series was honored in the category of Promotion and Branding. In developing "branding," APT also created additional marketing materials, including a web site and promotional items, which augmented the message of the Otto Parts videos.

APT also received a Bronze Telly for "Why APT?", a video showcasing APT's services through the eyes and testimonials of our customers. This video was recognized for excellence in Government Relations.



Gov. Bev Perdue (blue suit, center) joined the State Government Interns and hundreds of distinguished guests – including mentors and state officials – on July 14 at the Executive Mansion. The Governor recognized the accomplishments of the competitively selected interns and thanked the students for choosing to spend their summer working with the State.





## REORGANIZING TO BETTER PROTECT CIVIL RIGHTS

By John Campbell, Executive Director, N.C. Human Relations Commission

U.S. Attorney General Eric Holder's recent announcement that the Obama Administration is stepping up its efforts in traditional civil rights was music to my ears.

This is very encouraging to the N.C. Human Relations Commission in that the federal agency has identified fair housing and increased awareness of anti-discrimination as key issues. These are our key areas as well, and the very reason why we have completely reorganized.

Since I became Executive Director in June, the Commission has been engaged in process improvement and staff training to enhance the efficiency with which our cases are managed. Training for landlords, big and small, is a top priority.

We also need to help our renters understand that sometimes they are in the wrong. Some cases are borderline and are found to be

without cause. But then there are others where there is cause and we tried to reach an accord, a conciliation. That, and not litigation, is always our goal.

As former Director of the Robeson Human Relations Commission – and still a pastor and member of the local school board – I believe the time is right for healing and restoring trust in Human Relations agencies.



John Campbell

We have a responsibility to provide direction, counsel and resources to assist folks who seek resolution of their concerns. We are taking steps to better educate the community about the laws and what we can do for those who believe they have been discriminated against.

## ROLL UP YOUR SLEEVES FOR BLOOD DRIVES!

The Department of Administration will be joining the Department of Labor and the Office of the Secretary of State for a series of blood drives to be held in a Rex Hospital bloodmobile that will be parked in front of the Labor building.

Blood drives will be held from 9 a.m. to 2 p.m. on the following dates:

- Dec. 3, 2009
- Feb. 10, 2010
- May 12, 2010
- Aug. 11, 2010
- Nov. 3, 2010

The contact for registration is Stacey Thompson, Benefits Officer for the Department of Labor. Registration will be held in Room 249 of the Labor building. If you would like to sign up to donate blood, please [email her](#) with three preferred appointment times and she'll reply with a confirmation.



**Please review the eligibility requirements below.  
A photo ID will be required for registration.**

- Have not traveled to a malarial risk area within the past 12 months.
- Have not spent 3 months or more in The UK from 1980-1996 (England, Northern Ireland, Scotland, Wales, the Channel Islands, Isle of Man, Gibraltar, Falkland Islands)
- Have not spent more than 5 years in Europe since 1980
- Have not spent 6 months or more on a military base or associated with a military base in Belgium, the Netherlands or Germany from 1980 through 1990
- Have not spent 6 months or more on a military base or associated with a military base in Spain, Portugal, Turkey, Italy or Greece from 1980 through 1996



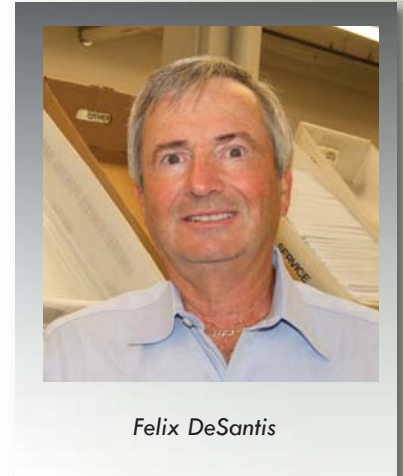
## MAIL SERVICE CENTER EFFICIENCIES SAVE MONEY

By Felix DeSantis, Director, Mail Service Center

When the price of first-class postage recently increased to 42 cents per ounce, many worried about the impact on state government's already tight budget.

The increase could be considerable, given the high volume of state mail handled daily. But the [Mail Service Center](#) (MSC) actually processes mail for state agencies and eligible entities at a rate much lower than the U.S. Postal Service – and handles potentially hazardous contents, such as lab tests, that they and others will not – resulting in a significant cost savings for taxpayers. For example:

- In the 2008-2009 fiscal year, MSC processed 25.9 million pieces of mail on the auto sorter, saving the state more than \$1.9 million in postage.
- MSC offers Courier service to every county in the state and to all state and county agencies, universities, community colleges and local governments. This service is provided at a 35 percent discount compared to U.S. Postal rates.
- The Courier service offers transport of hazardous materials that other carriers either will not transport or will transport at rate around 60 percent higher (on average) than MSC.
- MSC processed 1.5 million pieces of mail through the Courier Service in 2008-2009 fiscal year with an average savings of more than \$1 million, not including the savings realized on hazardous materials deliveries.



Felix DeSantis

MSC is proud of its role in reducing mail service costs during a difficult budget period and is working to develop more ways to both lower costs and increase efficiency.

## SURPLUS PROPERTY LOGS 9.5 MILLION HITS ON ITS WEBSITE

By Mickey Sauls, Director, State Surplus Property Agency



Mickey Sauls

I'm an old-fashioned guy. When I hear about getting hit a lot, my first reaction is to duck.

But I know a good thing when I see it. The [website](#) of the State Surplus Property Agency, which debuted an [online bidding system](#) last October, got nearly 9.5 million hits in the last fiscal year. That's an increase of about 4.3 million hits over last year's total, including a significant spike in October.

available to more consumers via the web. The online bidding system has helped us do that, as well as increase the accuracy of bids and ensure that qualified buyers are prepared to complete their transaction and claim their goods.

Not all surplus items are sold through online bidding, but our electronic visitors can check out bargains on a wide range of goods available at our retail sales outlets and public auctions whenever they want – instead of having to physically go to a location during normal business hours.

Revenue generated from all surplus property sales is returned to individual state programs, agencies or the General Fund. The State Surplus Property Agency reports sales of about \$20 million annually.

Especially in these tight budget times, we're delighted to be able to make property deemed surplus by various state agencies





## DOA AND DENR PARTNER ON GREEN SQUARE COMPLEX

By Jim McDaniel, PE, State Construction Office

You may have noticed some construction activity going on across from the Administration Building. The N.C. Department of Environment and Natural Resources (DENR) is building the eagerly anticipated Green Square Complex in conjunction with DOA's parking deck project. Construction is proceeding toward a scheduled completion by late 2011.

The Green Square Complex is a two-block, multi-use sustainable development project in the heart of the capital city. The project involves two buildings and a parking deck. The two buildings will strive for Leadership in Energy and Environmental Design (LEED) certification of Gold for both buildings.

The first building to be completed is a 149,350-square foot office building, located on Jones Street between Dawson and McDowell streets. The DENR Office Building will be the new headquarters for DENR. The second building is the Nature Research Center (NRC). The NRC will be an addition to the Museum of Natural Sciences. It will be a 101,040 square foot building that will house exciting new exhibits designed

to give museum visitors a hands-on, interactive experience with ongoing scientific research. The visual focal point of the project will be "the Daily Planet," a spherical structure housing high-tech exhibits and audio/visual displays of ongoing scientific and education projects. The NRC is expected to be complete by late 2011.

The construction that is currently under way is a two-level underground parking garage. This project will be the foundation for the NRC building and DOA Parking Deck and will be parking spaces allocated for state employees. The DOA parking deck will have 900 spaces, and will be located west of the Old Education Building, on the corner of Edenton and McDowell streets. It is expected to be completed in late 2010. The combined above-ground and



*The Green Square Complex, including a 900-space parking deck, shows a rapidly evolving construction site.*

underground parking garage is designed to blend in with the Green Square Complex, and will add approximately 1,300 parking spaces to the Downtown Government Complex.

O'Brien-Atkins is the design firm for the Green Square Complex, and PBCL Architecture is the designer of the DOA Parking Deck. Clancy & Theys is the Construction Manager at Risk for the NRC Building, DOA Parking Deck and Underground Parking.

## MOTOR FLEET RECOGNIZED FOR SAFETY

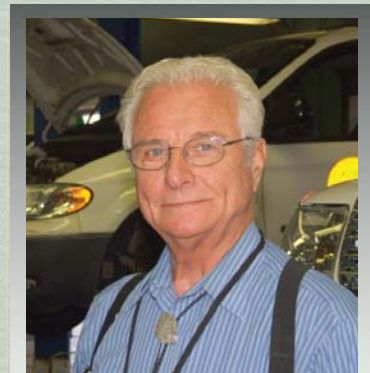
John Massey, Director, Motor Fleet Management, N.C. Department of Administration

It goes without saying that all state agencies strive to be productive and injury-free in the execution of their tasks. With all the work involved in maintaining and repairing about 8,500 vehicles in the state fleet, that has proved to be a challenging goal for [Motor Fleet Management](#).

Until last year, that is. It was with great pride that I called our staff together recently to announce what their hard work and focus on safety has accomplished: For the first time ever, Motor Fleet has been recognized with a Certificate of Safety Achievement from the N.C. Department of Labor.

For the year 2008, our Division did not have any injuries severe enough to be reported. This is quite an accomplishment, given all of the machinery we operate on our grounds and with the potential for injury to our mechanics from working on thousands of vehicles.

We are very proud of this achievement, which is directly credited to our great staff and renewed emphasis on safety. I've made it clear to everyone that we've got plenty of room on the wall for more certificates to come, and we'll continue to work hard to earn them.



*John Massey*



# THE ADMINISTRATOR

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## STATE CAPITOL IMPROVEMENTS

By Ron Little, RA, State Construction Office

The N.C. Capitol Grounds (Union Square) is a pleasant system of gently curving concrete walks with exposed-aggregate finish. The walks are as historic as they are handsome, as they were designed in 1928 by the Olmstead Brothers, son and stepson of Frederick Law Olmstead, the foremost American Landscape Architect who designed Central Park and other iconic spaces.

Over the years, the size and weight of vehicles and the growth of tree roots had taken their toll on the walks. They became somewhat dangerous for many people, and impassable by wheelchairs and individuals with other disabilities.

To remedy this, the N.C. Department of Transportation obtained a Federal Enhancement Grant and the Access North Carolina Fund of the N.C. Department of Administration provided the required matching local funds. These funds provided replacement of walks on the eastern half of the square.

Little & Little Landscape Architects went to great lengths to design the new walks in strict adherence to the original geometry and finish, but at the same time enhancing the structural capacity of the new walks to withstand current equipment, etc. Paul Howard Construction Company is performing the work with the utmost care.

Additionally, at the main (east) entrance to the Capitol Building, the access ramp for persons with disabilities was built in the 1970s and is no longer adequate. The Access North Carolina



*Pedestrians enjoy the recently improved walks at the State Capital.*

Fund was also able to allocate funding to address this problem.

Kurt Eichenberger, Architect, designed several possible solutions, and expended a great deal of effort to find the correct replacement stone. A considerable amount of consultation went into the decision-making: Eichenberger, Little & Little, Capitol Site Director Deanna Mitchell, State Construction Office, N.C. Department of Insurance and the State Historic Preservation Office pondered the various alternatives before arriving at the solution. Paul Howard Construction is overseeing the work of Carolina Stone Setting Company and A. C. Joyner.

These two projects have truly been a labor of love for all involved, on this, our State's most revered architectural treasure.

## RECYCLABLE PLASTICS BANNED FROM TRASH

By Tony Jordan, Director, Facility Management Division

– including beverage bottles – into solid waste facilities in North Carolina.

The ban is effective Oct. 1. For details on which plastic items must be recycled and which non-recyclable plastics should be disposed of with general trash, [click here](#).

As part of its Recycling Services Contract, FM is providing basic recycling containers for the collection and recycling of plastic in state-owned and -maintained buildings located in the Raleigh/Wake County region. Agencies located elsewhere will need to make their own arrangements.

As a reminder, FM provides for the collection and recycling of the following items: plastic, glass, aluminum, paper, shredded material, magazines, maps and glossy material.

For additional tools and information on recycling programs in state government facilities, contact FM Recycling Coordinator Patricia Scurlock at [patricia.scurlock@doa.nc.gov](mailto:patricia.scurlock@doa.nc.gov). The N.C. Division of Pollution Prevention and Environmental Assistance provides additional resources and tools for the business, home, state and local government on recycling programs and disposal of banned landfill materials on its website at <http://www.p2pays.org>



Tony Jordan

In fiscal year 2008-09, the Division of Facility Management (FM) was able to divert more than 1,329 tons of office waste from the landfills to recycling markets under the Office Recycling Services Contract. This year, we anticipate that total will increase

as a result of HB1465, which bans the disposal of rigid plastic containers





## DIVISION NEWS

### COMMISSION OF INDIAN AFFAIRS

The Commission's recent issue of the [Indian Time](#) newsletter is available online.



Members of the N.C. Commission of Indian Affairs were sworn in for their new terms of service by Insurance Commissioner Wayne Goodwin at the Commission's annual meeting on Sept. 11. Seen here are (from left) Greg Richardson (Executive Director); Brett Locklear (Triangle Native American Society); Roy Maynor (Cumberland County Association for Indian People); Paul Brooks (Chairman, Lumbee Tribe); Chief Don Carter (Coharie Tribe), and Garth Locklear (Lumbee Tribe).

Executive Director **Greg Richardson** delivered opening remarks at the Indian Women's Conference Agenda, held Sept. 24-25 at the University of North Carolina at Pembroke.

### COUNCIL FOR WOMEN/ DOMESTIC VIOLENCE COMMISSION

The **N.C. Council for Women** participated in the Capital Area Job Fair on Sept. 23 at the Raleigh Convention Center. They staffed a table to share information with job seekers about resources available to them at local Displaced Homemaker Programs.

**Tara Minter** represented state workers as a delegate at the 26th Annual State Employees Association of North Carolina Convention (SEANC). Delegates established the Top 10 policy platform agenda, elected officers, donated over 100 units of blood and

raised \$4,000 for the American Red Cross. Delegates heard from speakers including Gov. Bev Perdue, State Treasurer Janet Cowell, and Andy Stern, president of the Service Employees

International Union.

Western Region Director **Kathleen Balogh** has been elected President of the League of Women Voters of North Carolina.

Southwest Region Director **Julie Owens** was invited to present at a conference of Peace and Safety

in the Christian Home (PASCH), an organization she helped co-found that educates church leadership about domestic violence.

"I used a few vacation days to take advantage of this opportunity and also to sight-see around Cape Cod, one of my favorite places," she said. "I stayed with a dear friend in her amazing 1790's home in Brewster, which was built by her great-great grandfather, a sea captain. I also toured the Mayflower II replica ship in Plymouth, which was very interesting. (My hostess had nine ancestors on the Mayflower!) I highly recommend Cape Cod as a vacation destination!"

### FACILITY MANAGEMENT

Hailed by FM Director Tony Jordan as "the oldest rat in the barn" for being the Division's oldest and longest-serving employee, **Marshall Hedgepeth** was celebrated with a rousing version of "Happy Birthday" by friends and

colleagues at FM's recent Employee Appreciation Luncheon. Now age 70, Hedgepeth has been with FM nearly 36 years.

Security Systems is extremely pleased to announce that **Katrina Deans** has given birth to her first born son, Troy Wesley Deans, on July 21. He weighed in at 9 lbs. 3 oz. Katrina returned to work on Sept. 15.

Congratulations to our recent and soon-to-be retirees: **Sara Keen** (Aug. 1), **Steve Watson** (Aug. 1), and **Clarence Raines** (Oct. 1).

### FISCAL MANAGEMENT

Because the State Energy Office has been transferred to the Department of Commerce, **Amy Robinson** will be leaving Fiscal Management and going to Commerce as well to continue to serve as the Accountant for the Division. We wish her much success and she will be missed.

**Vanessa Clay** will be retiring on Oct. 31. We will miss her very much!



Marshall Hedgepeth



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*Division News continued from page 14*

Congratulations to **Tracy Williams**, who was married on August 29 in Durham at Greater Saint Paul Baptist Missionary Church to Christopher Howell, who is a high school special education teacher and football coach.



*Tracy Williams and Christopher Howell*

**Kelly Holmes** welcomed her second child, Karsen Brooke Holmes, on May 20. He arrived weighing 6 lb. 11 oz.

## HUB OFFICE

Happy birthday to members of our team: **Sheryl Cromedy** (July 3), **Lena Ridley** (July 6), **Rick Baskett** (July 23), **Jerome Ryan** (Aug. 24), and **Bridget L. Wall-Lennon** (Sept. 16).

## MAIL SERVICE CENTER

**Michael Holloway**, lead sorter on the morning shift, was married on May 8 to Tabitha (Montgomery) Holloway, formerly of South Carolina.

## PURCHASE & CONTRACT

Congratulations to **Esther Pearson**, retired on Sept. 30. She had been employed with P&C since 1980.

She plans to travel and visit family and friends. Her first trip will be to Washington State where her son Jermaine, daughter-in-law April and her only grandson Devonte reside. She will arrive in time to celebrate Devonte's second birthday in October. Next on her list will be to visit son Jeremy in Indiana. Esther will be missed in P&C and throughout the Administration Building where she has made many friends throughout the years. We wish her good health and miles of travel!

## SECRETARY'S OFFICE

Deputy Secretary **June Michaux** has been appointed to the Friends Board of the Nasher Museum of Art at Duke University.

Remembering with great fondness a childhood trip to visit Washington, D.C., during the Bicentennial Celebration, **Kevin McLaughlin** took his 5-year-old daughter Erin to see "where Obama lives" the weekend before she started kindergarten. "We visited the Air & Space Museum, the Natural History Museum and Arlington Cemetery," McLaughlin said. "It was a great family



*Esther Pearson retired on Sept. 30.*



## Retirement Celebration

It was "hats off" to Maggie Faulcon (right) on June 28, when colleagues at the Human Relations Commission celebrated her retirement with a reception. In tribute to Maggie's penchant for signature hats, colleagues including Sally Lind (left) and Arnold Coley, (center) also wore hats at the gathering, which recognized Maggie's 43 years of service to the State.

trip, but when we first got there she was most interested in the hotel having a pool and room service."

## STATE CONSTRUCTION OFFICE

The State Construction Office welcomes four new employees: **Dan Dittman**, PE, **Jim Yancey**, **Bill Murchison**, PE, and **Victor Stephenson**. Their years of experience in both the private and public sector will certainly make them an asset to the State Construction Office and the Department of Administration.

## STATE PROPERTY OFFICE

The North Carolina Legal Services' Justice Center will honor **Angaza Laughinghouse** on Oct. 8 with the Defender of Justice Award for more than 30 years of civil rights, community advocacy and workers rights organizing in North Carolina. A Real Property Agent in the State Property Office for seven years, Laughinghouse is President of the North Carolina Public Service Workers Union UE Local 150, founder and chair of the civil rights organization Black

*Division News continued on page 16*



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*Division News continued from page 15*



*Angela Gordon and Michael Blinson*

Workers for Justice. In addition, he raises money for social justice causes as one of the nationally-renown freedom singers of the group Fruit of Labor.

Congratulations to **Angela Gordon**, who married Michael Blinson on June 12 at Emerald Isle. They now reside in Benson.

Happy Birthday to **Blane Rice** (July 10), **Marion Patrick** (July 27), **Anna Derlicki** (Aug. 10), **John Barbour** (Aug. 17), **D. "Trip" Steinbock** (Sept. 8), **Ken Eckenroth** (Sept. 14), and **Troy Baker** (Sept. 17).

## **YOUTH ADVOCACY & INVOLVEMENT OFFICE**

**Martha Lowrance** joined members of her Sunday School class at Hayes Barton United Methodist Church in Raleigh to purchase the food and prepare and serve dinner to 35 homeless women and five staff members at the Helen Wright Center in July. Her group gained a greater understanding of the circumstances faced by homeless women and enjoyed the opportunity to meet residents and thank staff.

In the great tradition of the old Readers' Digest "Have You An Amusing Anecdote?" feature, **THE ADMINISTRATOR** is proud to introduce "Say What?!", a look at the humorous foibles of our colleagues.

Our first contributor is Beth Allison, Training Coordinator in Human Resources Management.

"I was teaching a class and couldn't help but notice that a female participant seated near the front of the table was watching me very intently. I like to think that people find my classes engaging, but there was something usual about this.

"I started wondering all kinds of things: Is my zipper undone? Is it my breath? It was almost distracting, but I just did my best to put it out of my mind.

"And the end of the class, the woman came up to me. I kind of expected her to ask a question or say she enjoyed the class, but she came up close and whispered something I'll never forget:

"There's a price tag hanging under the sleeve of your jacket," she said, pointing sheepishly at the small square dangling under my arm pit.

"I thanked her, of course, and promptly ripped off the tag off the new outfit I had been so pleased to put on that morning. After a quick check to make sure I'd taken the tag off the slacks - yes, at least I remembered that one - I returned to my office to wait for my red face to fade back to its normal calm tone. And when it did, I have to admit, I really had a good laugh."

If you've had a "Say What?!" moment you'd like to share with co-workers, please email your story or [Jill Lucas](#) or call 919-807-2496.

## Say What?!





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## SEASONAL FLU SHOTS TO BE OFFERED IN TWO LOCATIONS

DOA will conduct its annual seasonal flu shot clinic for employees and retirees both in the Administration Building and at the Mail Service Center to increase access for off-site employees.

The main clinic will be held from 9 a.m. to 2:30 p.m. Oct. 28 in the Commission Room on the fifth floor of the Administration Building. Shots will be available from 9 a.m. to 12 noon at the Mail Center on Oct. 15.

Employees and retirees who want to receive the seasonal flu shot must register with their Division's Personnel Contact to ensure that enough vaccine will be ordered for each location. Family members covered by an employee's State Health Plan also may get their flu shot at this time.

The Centers for Disease Control offer the following advice for staying healthy during flu season:

- **Stay informed.** This website will be updated regularly as information becomes available.
- Influenza is thought to **spread mainly person-to-person** through coughing or sneezing of infected people.
- **Take everyday actions to stay healthy.**
  - o Cover your nose and mouth with a tissue when you cough or sneeze. Throw the tissue in the trash after you use it.
  - o Wash your hands often with soap and water, especially after you cough or sneeze. Alcohol-based hands cleaners are also effective.
  - o Avoid touching your eyes, nose or mouth. Germs spread that way.
  - o Stay home if you get sick. CDC recommends that you stay home from work or school and limit contact with others to keep from infecting them.
- **Follow public health advice** regarding school closures, avoiding crowds and other social distancing measures.
- Find healthy ways to **deal with stress and anxiety**.
- Call 1-800-CDC-INFO for more information.



## NEW IDEAS SOUGHT FOR 2010 TRAINING SCHEDULE

By Beth Allison, Training Manager, Human Resources Management

I know that many of us shudder at the thought of 2010, but planning begins early. With those thoughts in mind, I would like to hear from you about what topics you would like to see as a part of the 2010 Training Calendar.

I would like to take suggestions, put together a list and find out what topics have the most interest. Anyone is interested in submitting topics may emailing me at [beth.allison@doa.nc.gov](mailto:beth.allison@doa.nc.gov), call me at 919-807-2483, or send me a note through interoffice mail.

Please see this as an opportunity to add to the depth of our Training Department. I want to provide the information that you feel would be beneficial to you and your careers.



## Flu Shot Bake Sale

DOA's SECC Committee will hold its fourth annual Flu Shot Bake Sale from 9 a.m. to 2 p.m. Oct. 28 in the hallway near the Secretary's Office. All items will sell for \$1 each, with proceeds to benefit the SECC. If you'd like to donate baked goods, please contact [Jennifer Braley](mailto:jennifer.braley@doa.nc.gov) (807-4088).







## JULY 4TH COOKOUT AT THE STATE VETERANS HOME

Secretary Britt Cobb and every member of the Executive Team participated in a “United We Serve” volunteer event for a July 4th holiday cookout at the State Veterans Home in Fayetteville. Joined by Veterans Affairs Director Charlie Smith, they donned aprons and paper chef hats, grilled dozens of hamburgers and hot dogs, then served them – with all the trimmings – to veterans and their guests in festively decorated dining halls.

*Right, Secretary Britt Cobb and Chief Fiscal Officer Dewey Stephens (right) share a laugh while cooking burgers and hot dogs.*

*Bottom right, Secretary Cobb delivers a meal to a veteran.*

*Bottom left, Deputy Secretary June Michaux (right) and Christy Agner, Liaison for Productivity and Legislative Affairs, get ready to deliver meals to veterans and their families.*



## NEW HIRES, RETIREMENTS

### NEW HIRES

John Campbell	N.C. Human Relations Commission	June 1
William Cunningham	Facility Management	July 1
Meta Ross	Agency for Public Telecommunications	July 13
Tammi Jacobs	Commission of Indian Affairs	Sept. 1
Cynthia Cheves	State Parking Division	Sept 14
David Shehdan	Human Resources Management	Sept. 1

### RETIREMENTS

Bill Ramsey	Agency for Public telecommunications	June 1
Barbara Young	Commission of Indian Affairs	June 1
Maggie Faulcon	N.C. Human Relations Commission	Aug. 1
Sara Keen	Facility Management	Aug. 1
Steve Mains	Division of Veterans Affairs	Sept. 1
George Conley	Division of Veterans Affairs	Sept. 1



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## 2009 DIVISION COORDINATORS

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SCO	Jennifer Braley	807-4088	<a href="mailto:jennifer.braley@doa.nc.gov">jennifer.braley@doa.nc.gov</a>
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Veterans Affairs	Eli Panee	733-3851	<a href="mailto:eli.panee@doa.nc.gov">eli.panee@doa.nc.gov</a>
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## THE ADMINISTRATOR WORD SEARCH

- HUB Office presented first of three \_\_\_\_
- New HR Director
- Retired with 43 years of service
- Received "Secretary's Award"
- Honored for safety achievement
- Get your seasonal \_\_\_\_
- Appointed to Nasher Museum Board
- DOA has social media site on \_\_\_\_
- YAIO offering \_\_\_\_-\_\_\_\_ for youth projects
- Its website logged 9.5 million hits
- Recyclable \_\_\_\_ now banned from trash
- Retired on Sept. 30

C N Y K U J U O F R M G N M N  
J G O E O A Y T E I M A S O O  
X U H C R O O O N B D S C T S  
D O N G L H B I T H G R I O R  
Z V M E S U G E E T N V T R A  
T K K U M R A H C D L W S F E  
T Y L L A I S F P A K U A L P  
W F U N S D C G E M F J L E R  
D Z T U I A M H B I I S P E E  
E S I V W D W J A J G V E T H  
J V A F S U R P L U S G Z M T  
M D Y I E E N Q G H X K A U S  
C H A R L I E S M I T H S M E  
S R A N I B E W L W Y X W N G  
J U B W G F X K O R O M I R Y



Secretary Britt Cobb (left) presents \$75 in gas cards to Cola Burke of Facility Management (second from left), winner of DOA's State Employees Combined Campaign Blitz Week promotion. They are joined by Ricky Terry, Burke's supervisor, and DOA's SECC Coordinator, Jennifer Braley. Cola has been employed by Landscaping Services for more than 30 years and will use his gas card to visit family in Western North Carolina. His name was chosen from more than 170 "Blitz Week" entries.



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## DIVISION NEWS-CONTACT LIST

Do you have good news you'd like to share with DOA colleagues?  
Please submit items to your Division Coordinator listed below.

Agency for Public Telecommunications	<a href="mailto:Jill.Hammergren@doa.nc.gov">Jill.Hammergren@doa.nc.gov</a>
Commission of Indian Affairs	<a href="mailto:Kimberly.Hammonds@doa.nc.gov">Kimberly.Hammonds@doa.nc.gov</a>
Council for Women/Domestic Violence Commission	<a href="mailto:Patti.Kelley@doa.nc.gov">Patti.Kelley@doa.nc.gov</a>
Division of Facility Management	<a href="mailto:Jennifer.Norton@doa.nc.gov">Jennifer.Norton@doa.nc.gov</a>
Division of Non-Public Education	<a href="mailto:Rod.Helder@doa.nc.gov">Rod.Helder@doa.nc.gov</a>
Division of Purchase & Contract	<a href="mailto:Peggy.Crawley@doa.nc.gov">Peggy.Crawley@doa.nc.gov</a>
Division of Surplus Property	<a href="mailto:Mickey.Sauls@doa.nc.gov">Mickey.Sauls@doa.nc.gov</a>
Office of Fiscal Management	<a href="mailto:Tracy.R.Williams@doa.nc.gov">Tracy.R.Williams@doa.nc.gov</a>
Office of Historically Underutilized Businesses	<a href="mailto:Pat.Jones@doa.nc.gov">Pat.Jones@doa.nc.gov</a>
Human Relations Commission	<a href="mailto:Becky.J.Powell@doa.nc.gov">Becky.J.Powell@doa.nc.gov</a>
Human Resources Management	<a href="mailto:Susan.Pait@doa.nc.gov">Susan.Pait@doa.nc.gov</a>
License to Give Trust Fund Commission	<a href="mailto:Vanda.Wilson-wormack@doa.nc.gov">Vanda.Wilson-wormack@doa.nc.gov</a>
Mail Service Center	<a href="mailto:Barbara.Coram@doa.nc.gov">Barbara.Coram@doa.nc.gov</a>
Management Information Systems	<a href="mailto:Robert.Zenkel@doa.nc.gov">Robert.Zenkel@doa.nc.gov</a>
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THE ADMINISTRATOR is an online publication of the N.C. Department of Administration.  
Please print and post a copy for employees who do not have internet access.

*Governor Bev Perdue, State of North Carolina*

*Secretary Britt Cobb, N.C. Department of Administration*

*Kevin McLaughlin, Chief Operating Officer/General Counsel*

*Jill Warren Lucas, Director, Communications Office*

*Jayce Williams, DOA Graphic Artist*

- |                  |                |                 |                    |
|------------------|----------------|-----------------|--------------------|
| 1. WEBINARS      | 5. MOTOR FLEET | 8. FACEBOOK     | 4. CHARLIE SMITH   |
| 2. DAVID SHEHDAN | 6. FLU SHOT    | 7. JUNE MICHAUX | 3. MAGGIE FAULCON  |
| 10. SURPLUS      | 9. MINIGRANTS  | 11. PLASTICS    | 12. ESTHER PEARSON |

ANSWERS TO WORD SEARCH: